

"Jonathan Smilansky expertly and persuasively articulates how effective management of executive talent is a critical component of a company's success. A must-read, particularly for business leaders functioning in the global marketplace."

Edgar Bronfman, Chairman and Chief Executive, Warner Music Group

DEVELOPING EXECUTIVE TALENT



Best Practices from Global Leaders

Jonathan Smilansky PhD

Developing Executive Talent

American Management Association

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the American Management Association text.

Developing Executive Talent:

Developing Executive Talent Jonathan Smilansky, PhD, 2007-01-11 The systematic management of executive talent is a key strategic challenge for most large corporations This is an emerging field and consequently there is a lack of consensus about what is involved and a variety of approaches have been adopted In *Developing Executive Talent* Jonathan Smilansky Ph D summarises the key activities and concerns of large businesses in the USA and Europe that are focused around the identification development and effective utilisation of executive talent In doing so he provides even the most experienced Human Resource executive with a much broader array of inputs about what today s leading organizations are doing in this area What quickly becomes clear is that even the best businesses are still developing their talent management processes There are no right answers and different organizations with different levels of commitment at different stages of development and in different environments produce different approaches *Developing Executive Talent* is a map that lets you compare your organisation s approach with what others are doing in this area It also grants you a close up view of alternative processes designed to identify and develop the leaders of tomorrow By learning from the experience of others you can become an educated consumer of talent management services and help both your organization and your own career With quotations from Heads of Human Resources describing their experiences and concerns specific tools and processes used by large businesses to identify and manage the leaders of tomorrow *Developing Executive Talent* offers the clearest and most coherent picture to date of how leading organizations are tackling this critical business challenge *Developing Executives Through Work Experiences* Morgan W. McCall, 1988 This article summarizes a longer report by the same title It examines a series of studies on high level executives on the issue of educational programs versus experience It describes sixteen developmental experiences and the lessons derived from them and explores how organizations can better use experience for the development of executive talent **Executive Talent** Peter Blau, 2018-10-08 This brilliant up to date compendium argues that the most successful factor in company life is good people individuals who are capable competent and savvy Can corporate life attract such people Ginzberg argues that despite demographic dislocations and the challenges to the work ethic the answer to this question is a loud yes In *Executive Talent* Ginzberg and his colleagues show how to attract train and promote a superior work force and how to take advantage of the different values in today s employees Over 25 percent of the population currently graduates from a senior college and the number going for advanced degrees is climbing Blacks and Hispanics together will soon account for one in every four new native born job applicants Women are now nearly as prevalent in the work force as men Today s employees place more emphasis on family and leisure and less on company loyalty In the face of these critical changes companies can no longer continue with the same human resource policies Ginzberg offers new approaches to attract and retain superior talent In *Executive Talent* Ginzberg brings together top academics and high level executives to explore the new world of work They discuss coming trends and changes that will reshape the talent pool how

these shifts will impact the individual company and ways to develop and implement a human resource strategy to meet the challenging work force of the future

How to Develop Executive Talent Gerald P. Ziemba,1962 *Developing Executive Talent* Terry Farnsworth,1975 Monograph comprising a guide for managers who wish to become more effective in management development and to develop themselves through better self management includes references

Executive Talent Tom Potts,Arnold Sykes,1993 The reality of the competitive 90s dictates that the best method to plan for succession is to prepare today s middle managers for the challenges facing them tomorrow This practical guide shows managers how to cultivate and grow internal executive resources for succession planning and corporate growth *Executive Talent* Eli Ginzberg,1995 *The Development of Executive Talent* M. Joseph Dooher,1952

Executive Development in Small Business United States. Small Business Administration,1954 *Leadership Development* American Productivity & Quality Center,1999 *Annual Convention Series* American Management Association,1928 *Development of Executive Talent - a Handbook of Management Development Techniques and Case Studies* MJ DOOHER (Ed),1952

Workforce Development Roger Harris,Tom Short,2013-11-19 This book captures the essence of current workforce development perspectives and draws on extensive global research to uncover a range of issues confronting organisations Taking primarily an Australian outlook after the global financial crisis and tracing the progress of a national industry sector each chapter delves into a major area of interest for leaders Overall the authors make the case that workforce development is an amalgam of activities influenced by context politics and economic development As the world becomes increasingly connected and mobile workforce development is proving to be a major activity for organisations because it impacts their longer term survival and growth To stay ahead successful organisations focus on attracting building engaging and retaining talented people However in a financially turbulent era where strategy changes quickly workforce development must not only plan and build the capabilities of people at work but also contribute to making employment more socially sustainable for a better world This book provides a thought provoking collection of scholarly work for business leaders human resource practitioners and academics working in adult education business psychology and social science disciplines At the same time it adopts an accessible style for students and others who want to know more about the development of people at work

The Development of Executive Talent ,1967 *AFPTRC-TN.* ,1955 *General Management Series* ,1927 *Convention Address Series* American Management Association,1928

Executive Talent Frank W. Pierce,1951 *Leadership Development* American Productivity & Quality Center,Justin McMorro,Joe Camillus,Robert Fulmer,1999-01-01

Railway Age ,1953

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